



Department of Health Services Report

The Fifth Annual CNA Educators Retreat
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Overview of Today's Presentation

- LTC Licensing's role
- Nurse Aide Regulations
- Deficiency Trends in Arizona
- Nurse Aide Best Practices
How Can We Empower
Them?

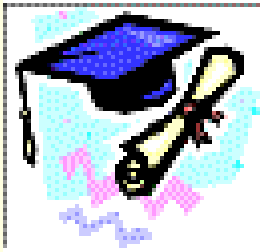


The Role of LTC Licensing



- Conduct certification surveys on behalf of CMS to allow facilities. to provide Medicare and Medicaid services.
- Conduct state licensing surveys.
- Conduct complaint investigations.
- Jurisdiction over nurse aide abuse and misconduct in skilled nursing facilities.

Nurse Aide Regulations



- Regulations governing nurse aides
 - F495 Required training
 - F496 Registry Verification
 - F497 Regular Inservice Education
 - F498 Proficiency of Nurse Aides

- Revised interpretation of the “4 month window”.



F495-Nurse Aide Required Training

- The facility must not use any individual working as a nurse aide for more than 4 months unless:
 - The person is competent to provide nursing and nursing-related services and
 - The person has completed a training and competency evaluation program, or competency evaluation program approved by the state.

F496-Registry Verification

- Before letting an individual work as a nurse aide, the facility must receive registry verification that the individual has met competency evaluation requirements unless
- The person is a full-time employee in a training and competency evaluation program or
- They can prove they have recently completed both parts (NATCEP) and are not yet included in the registry.

F497-Required Inservice Education

- The facility must complete a performance review of every nurse aide at least every 12 months and provide inservice education based on the review.
- Must be no less than 12 hours per year
- Must address areas of weakness based on the performance review
- Must address the care of cognitively impaired residents if care is provided to those residents.

F498-Proficiency of Nurse Aides

- The facility must ensure that nurse aides are able to demonstrate competency in skills and techniques needed to care for residents' needs, as identified in assessments and care plans.
 - Key issue: how does the facility communicate to the nurse aides the particular care that an individual resident requires?

The NATCEP Regulation and the Four Month Window

- Black and white regulation vs. reality
- CMS interpretation and intent
- Facilities have a responsibility to identify when people graduate and that individuals don't move from facility to facility without getting the "CEP" portion completed and placed on the registry if they hire them without having completed both parts.

Deficiency Trends in Arizona

- Restraint use has decreased from 9.4% in 2006 to 4.6% currently.
- However, falls have increased
- Abuse
- Pressure ulcers
- Activities
- Accidents and supervision

Nurse Aide Best Practices-

How Can We Empower Them

- They need to expect the facility to have a **system of informing them of the care** and services needed by each resident.
- They need to expect the facility to **not place them in unsafe situations due to lack of staff.**
- They need to expect that nurses will **listen** to their concerns and act on their findings regarding the status of their residents.

Nurse Aide Best Practices- How Can We Empower Them

- They need to expect to be trained on abuse prevention and fire/disaster procedures.
- They need to have adequate supplies and equipment.
- They need support in answering call lights and assisting residents with meals.
- They need to be treated as an integral part of the care team – to have a voice at the table.

Questions ???

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